

1463

Wage Agreement

Between

District No. 18

United Mine Workers of America

— and —

The Coal Operators' Association
of Western Canada

GRUMHILLER SECTION

Effective July 3rd, 1953





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District No. 18

United Mine Workers of America

— and —

The Coal Operators' Association
of Western Canada

DRUMHELLER SECTION

Effective July 3rd, 1953

Agreement

AGREEMENT entered into between:

UNITED MINE WORKERS OF AMERICA,
DISTRICT No. 18

of the First Part

— and —

THE COAL OPERATORS' ASSOCIATION OF
WESTERN CANADA which includes the following
companies:

Amalgamated Coals, Limited

Brilliant Coal Company

Century Coals Limited (Atlas Mine)
(Commander Mine)

Midland Coal Mining Company Limited

Murray Collieries Limited

Red Deer Valley Coal Company Limited

Saskatchewan Federated Co-Operatives Limited
(Hy-Grade Mine)

Star Coal Mines Limited

of the Second Part

IT IS HEREBY MUTUALLY UNDERSTOOD AND AGREED that the following conditions and rates shall govern the parties hereto from the Third Day of July, A.D. 1953 to the Second Day of July, A.D. 1954.

The parties to this Agreement will meet in Joint Conference sixty (60) days prior to the expiration to discuss a renewal thereof.

No notice of termination shall be given or accepted by either party during the life of this Agreement.

It is mutually accepted and agreed that this Agreement is intended to be a binding instrument to be fully observed and carried out by the respective parties in all its details.

There shall be no strike, slowdown, stoppage of work or lockout during the life of this Agreement.

There shall be no deliberate limitation of production, either by direct or coercive methods on the part of the miners and mine workers, and any person or persons party to such practice shall be subject to summary discharge.

MANAGEMENT OF MINE

The right to hire and discharge, the management of the mine and the direction of the working forces are vested exclusively with the Company, and the United Mine Workers of America shall not abridge this right. However, the Company agrees not to discharge employees or refuse work to applicants on account of, or because of their affiliation with the United Mine Workers of America.

Notes: It is not the intention of this clause that miners working under contract will be taken from their working place indefinitely to perform Company work.

CHECK-OFF

This contract is made and entered into for the sole use of the United Mine Workers of America and the Members of The Coal Operators' Association of West-

ern Canada. All men who work in and around the Mines who are eligible to become members of the United Mine Workers of America shall join that organization, and agree to sign check-off for all dues, assessments and fines.

The membership dues including initiation fees, fines and assessments of the United Mine Workers of America as authorized and approved in writing by the Local Union, shall be checked off the wages of the employees by the operators covered by contract, and shall be remitted by the operators, to the properly designated officer of the United Mine Workers of America. Such remittance shall be accompanied by an itemized statement showing the name of each employee and the amount checked off for dues, initiation fees, assessments and fines.

FORM OF ORDER

..... 19...

To.....

I authorize and empower you to deduct and pay to the Secretary of District No. 18, United Mine Workers of America, or such person as that official may designate, from my earnings from month to month the sum of Five Dollars (\$5.00) for dues, fines and assessments (and where designated in addition the sum of Ten Dollars (\$10.00) per month for five months until a total of Fifty Dollars (\$50.00) has been paid for initiation fees) or such less amounts as may be designated by the Secretary of the District or such other person as he may appoint by Order.

Signed.....

Witness.....

SETTLEMENT OF LOCAL AND GENERAL DISPUTES

(a) In case any disputes or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company or by any person or persons employed, or by the men as a whole, the parties shall endeavour to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavor by personal application to the Overman, Assistant Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing, their decision shall be final.

In case where a workman is making personal application as referred to above, and wishes to be accompanied by one member of the Pit Committee, he shall be permitted to do so.

(b) In case of any local dispute arising in any mine and failure to agree between the Overman, Assistant Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavor to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred in writing to the Managing Director of The Coal Operators' Association of Western Canada and the President of District 18, United Mine Workers of America, who shall meet as soon as practicable, and not in any event later than fourteen (14) days, with a joint committee of six (6) composed of the Managing Director of the Association, the General Manager or

General Superintendent of the mine where the dispute arose and another appointed by him, the President of District 15, the President or Secretary of the Local where the dispute arose and one other District officer. If they agree, their decision shall be binding on both parties. In the event of their failure to agree, they shall endeavor to select an Independent Chairman, and failing to agree upon one, the Managing Director of the Association and the President of the District shall ask the Federal Minister of Labor to appoint such Chairman. The decision of the Committee thus constituted shall be binding on both parties.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the employee involved must continue to work pending investigation and until final decision has been reached, but where an employee has been discharged by the Company, he shall not remain in the employ of the Company while his case is being investigated and settled. If a claim be made within five (5) days where an employee has been unjustly discharged, the case shall be dealt with according to this Article, and if it is proven that he has been unjustly dealt with, he shall be reinstated.

If a claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the Joint Committee as provided for in subsection (c) to decide what amount (if any) is to be paid.

(e) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but the same is to be continued in full force and effect.

(f) If the Managing Director of the Association or the President of the District is unable, on account of sickness or absence from the district, to attend to the duties heretofore set out, these duties shall be assumed by either the President or Vice-President of the Association and by either the Vice-President or

Secretary of the District, or by their nominees within the respective organizations. Due notice shall be sent immediately by either party to the other.

(g) Settlements and decisions that have been made and are in effect may be introduced on their merits as matters of reference in taking up disputes during the life of this agreement.

If the United Mine Workers and the Association agree upon a proper person to be appointed as Chairman for a term certain, then such person shall be the Chairman as required by Section (c) above.

The expenses involved in the above arrangement shall be shared on an equitable basis by both parties.

DUTIES OF PIT COMMITTEE

The Pit Committee shall be a committee of three (3) in each mine or other plant covered by this Agreement, selected by the employees working at such mine or other plant from among their own number, except that one (1) member may be a checkweighman or an officer of the Local Union, not necessarily an employee, but he must previously have been selected as checkweighman or officer from amongst the employees of such mine or plant. Due notice of such selection, properly certified in writing, shall be given to the Company.

Where more than one mine is included in a Local Union the preceding paragraph shall be interpreted to mean that the Secretary of the Local Union may act on the Pit Committee, provided, however, that he must previously have been selected as Secretary from amongst the employees of one of the mines over which the Local Union has jurisdiction.

It is understood and agreed that at all times two members of the Pit Committee shall be employees of the mine concerned.

The duties of the Pit Committee shall be confined to the settlement of disputes as set out in the preceding clause covering "Settlement of Local and General

Meanwhile, if the work is continued until such price has been arranged, all men shall be paid \$13.34 per shift.

Provided that where it is found impracticable to arrive at a Contract Rate for New Work, owing to the system of mining or the use of mechanical equipment or experimental methods, the rate of \$13.34 per shift shall be paid.

Provided further that where an existing Contract Rate has been established and mechanical equipment is in use and is not giving satisfaction, the parties may mutually agree in a day wage below the Company rate to be \$13.34 per shift.

It is understood and agreed, when a price has to be set for new work or new mine same shall be negotiated as provided in the first paragraph in the New Work clause provided however if the decision of the Board of one representative from each side and presided over by a chairman appointed by the Federal Minister of Labor. The decision of this Board shall be final and binding on both parties.

EMPLOYEES NOT UNDER JURISDICTION

All employees connected with the management of the mine are not to be under the jurisdiction of the U.M.W. of A. or to be members thereof and shall include the following:

Mine Manager or Superintendent Overmen or Assist-
ant Overmen Fire Bosses Head Driver Stable Boss,
Master Mechanic Electricians Wagonman Head Car-
penter Head Blacksmith Tipton or Breaker Foreman,
Lander Boss Night Watchman Cook Oven Foreman,
Outside Foreman and all other Foremen, Tendermen,
Coal Inspectors and Head Lampman.

Where a Company official does the work usually performed by a union member except in cases of temporary employment, he shall automatically become a member of the Union. This has reference to any work set out in the Contract. Where such official has been so employed for twelve days or more in any thirty-day period he shall be deemed to have earned his temporary employment and shall pay Union dues in any succeeding month wherein he has done similar work for five days.

Note: The Company will not abuse the Provisions of this Clause and "Foremen" will not be employed in this capacity unless there is a reasonable amount of supervision involved.

CONSTRUCTION AND EXTENSIVE REPAIRS

It is agreed that all men working on improvements and extensive repairs are not included in the jurisdiction of the I. M. W. of A. The erection of head frames, tipples, breakers, washers, buildings, mine cars, scales, machinery, railroad tracks and anything else necessary for the completion of a plant, all being in the nature of construction work and extensive repairs or rebuilding of the same class of work, are to be considered as improvements and extensive repairs, and the employees thereon are to be excluded as above when employed on such work only.

PENALTY FOR ABSENCE FROM WORK

When an employee absents himself from work for a period of two days, unless through sickness or by first having properly arranged with the Overman or Foreman and obtained his consent, he may be discharged. An employee whose absence from work would cause any stoppage of work must, before absents himself, properly arrange with or notify the Overman or Foreman for or of his absence, otherwise he may be dis-

charged. An employee who absents himself from work to the extent of three (3) single days in any month may be discharged.

CHECKWEIGHMEN AND CHECKMEASURES

The company will grant the right to the men to employ the weighing and checkmeasures and will grant them a checkweighman and checkmeasure society lawfully organized which shall have a large number of men, also have a number of men as a unit of a road brought to the end and will give the men to be taken from the line and the men to be properly tested from time to time at the point from the wages of a unit of men and attempts as may be designated from time to time and will pay over the same to the checkweigher or checkmeasures checkmeasures of checkmeasures.

EMPLOYEES ELECTED AS CHECKWEIGHMEN OR TO UNION POSITIONS

Where the practice exists of presenting taking back into the employment of the company men who left the employment to become checkweighmen or Local Union officers it is agreed that this practice be not followed.

PREFERENCE OF EMPLOYMENT

In case of a lay-off or in the taking up of men the priority of term of service of employees shall be considered and the employee with the longest service term of service shall be given the first preference within the class of men within he is employed.

Employees shall be given preference over other men. This preference is on a basis subject to the ability and competency of the employee to perform the work required where the employee is given preference with the proviso that the employee shall have

the right of appeal where the employee feels that such decision has been made fraudulently, wilfully or otherwise from improper motives

DIVISION OF WORK

There shall be an equal division of work in each mine amongst the men employed in their respective classifications as far as practicable

MINIMUM RATES

When a miner's working place becomes deficient owing to any abnormal condition or where coal in any district becomes so hard preventing him from earning the minimum wage of \$12.94 per shift the Company shall pay him a sufficient amount to secure him the said minimum providing he has done a fair days work. Prior and, however, regard shall be had to the pay period in which the deficiency is claimed. This shall not apply where work is performed in two separate places, one being normal and the other abnormal

MINERS TAKEN TO DO COMPANY WORK

The Company shall pay the sum of \$12.94 per day for all miners taken from contract work to do Company work

DELIVERY OF MATERIAL

In accordance with the Coal Mines Regulation Act of Alberta the Company will at all times deliver an adequate supply of suitable timber rails, ties, planks and sheet iron at the nearest cross-cut to the face of all raise workings and in places where the regular pit cars go to the working face without being handled by the miner they shall be delivered on the cars to the working face, and in other places across the pitch the timber, rails, ties, planks and sheet iron will be delivered at the mouth of the room.

DELIVERY OF CARS

All cars to be delivered to and taken from the working face by the Company

DOCTOR AND HOSPITAL ARRANGEMENTS

The matter of Doctor and Hospital arrangements is to be arranged as provided for by the Workmen's Compensation Act of Alberta

STORE

It is understood and agreed that the employees shall be at perfect liberty to purchase goods wherever they may choose to do so

HOLIDAYS

The following days shall be observed as holidays. New Year's Day, Good Friday, May 1st, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day

Men required to do work on any of the above holidays shall be paid at the rate of time and one-half or rate and one-half

FUNERALS

In the event of an instantaneous death by an accident in the mine or outside the mine, the miners underground and all other employees may suspend work in the mine where the accident occurred on the day of the accident, but shall resume work on the following day and continue to work to the day of the funeral, when the mine shall be idle.

SUB-CONTRACTING

No sub-contracting shall be allowed in any mine operated by the Company.

EMPLOYEES TO CARE FOR MINE

In case of either local or general suspensions of mining, either at the expiration of this Agreement or otherwise, the Engineers, Drimen and Pumpmen shall not suspend work, but shall when mining is suspended, fix, by night or day, the repairs of parts under their care and operate fans and pumps and work or haul such men and supplies as may be required to protect the Company's, property and any and all work required to keep up steam at the Company's plant but it is understood and agreed that the Company will not ask them to haul any coal for sale on the market.

SINGLE SHIFT

The single shift system in rooms and pillars shall be adhered to as far as practicable.

WET PLACES

A working place in the mine where water drops from the roof in quantities sufficient to wet a man's clothing or where standing water is over 4 1/2 inches average depth shall be considered a wet place. The rate for wet places shall be 50c per day extra for all men.

Where water could be an abnormal either from top or involving continual standing in water special consideration will be given by the companies to the workmen either in time or money in addition to the 50c per day above referred to.

ABNORMAL WEATHER CONDITIONS

In the case where an underground employee is required by the company to perform duties outside of the mine under abnormal weather conditions the company agrees to provide suitable extra clothing to keep him warm and dry during the performance of such work.

The foregoing shall not apply to any employee engaged in his usual occupation in or about the mine.

ROCK MINERS

Where a man is engaged on rock work where hammer and steel are used he shall be considered a Rock Miner and paid rock miner's wages. If an air drill is used the driver shall be paid machine runner's wages, and the helper paid machine runner's helper's wages. The other men engaged shall be classed as miners or laborers as they may be. Where a man is engaged on work in both rock and coal if the amount of loose rock is greater than the amount of loose coal he shall be classed as a Rock Miner and where the amount of loose coal is greater than the amount of loose rock, he shall be classed as a Coal Miner.

BRUSHING

When a man is engaged on brushing, either top or bottom using the usual drills and tools he shall be classed as a Coal Miner. If the brushing is done by hammer and steel he shall be classed as a Rock Miner. Timbermen taking out rock while engaged in re-timbering or repairing shall not be classed as Rock Miners.

RETIREMENT

Where any employee has drawn his time before the regular pay day he thereby severs his connection with the Company and any alleged grievance he may have against it he is quiet under this Agreement. The words "drawn before the regular pay day" are satisfied by the application of the employee for and his receipt of his time check before the regular pay day.

PAY DAY

All wages earned by a person or persons employed in or about the mine shall be paid as at present. Any employee desiring to leave the service of the Company on his request shall be paid a money due him within two days after his stoppage of work.

existence of time and one half of rate and reduced on Saturdays excepting for those employees who have worked more than forty hours during the week or more than eight hours on the day.

Employees who work more than 40 hours are paid as follows:

The 41st hour is compensated at the same rate as the 40th hour and each additional hour between the 41st hour and the 48th hour is compensated at the same rate as the 41st hour. If the employee works more than 48 hours, the rate for each additional hour is the same as the rate for the 48th hour.

When an employee is required to work on a Saturday and Sunday, the employee is compensated at the same rate as the employee who works on Monday or Tuesday on the same hours.

Employees who are required to work on a Saturday or Sunday are compensated at the same rate as the employee who works on Monday or Tuesday on the same hours. If the employee works more than 40 hours on a Saturday or Sunday, the rate for each additional hour is the same as the rate for the 41st hour. If the employee works more than 48 hours on a Saturday or Sunday, the rate for each additional hour is the same as the rate for the 48th hour.

Employees who work on a Saturday or Sunday are compensated at the same rate as the employee who works on Monday or Tuesday on the same hours. If the employee works more than 40 hours on a Saturday or Sunday, the rate for each additional hour is the same as the rate for the 41st hour. If the employee works more than 48 hours on a Saturday or Sunday, the rate for each additional hour is the same as the rate for the 48th hour.

SATURDAY WORK

If the employer has a number of employees who work on Saturdays, the employer is required to pay the employees who work on Saturdays at the same rate as the employees who work on Monday or Tuesday on the same hours. If the employer has a number of employees who work on Saturdays, the employer is required to pay the employees who work on Saturdays at the same rate as the employees who work on Monday or Tuesday on the same hours.

POWDER AND SUPPLIES

Where explosives and other supplies are being sold to the miners they shall be furnished at cost price, which shall include handling, transportation and insurance.

Note: In case any dispute should arise under this clause with respect of selling price it shall be determined by the Joint Committee in the same manner as is provided in the clause relating to "Local and General Disputes."

RIGGERHEADS

When necessary to remove large riggerheads, miners to be paid Company work for same.

TOOLS

Tools to be sold to contract miners by Company and if returned to the Company shall be accepted by the Company at 10% reduction off original cost. All tools broken or damaged to be paid for by miners. Company men to be supplied with free tools.

DISABLED WORKMEN

Men having permanent partial disability or partial disability received in and around the mine shall be given preference in the class of work they can perform, over other workmen. This clause takes precedence over the seniority clause in the Agreement. The competency of the applicant to perform the labor in question shall be decided by the Mine Manager or Overman whose decision shall be final.

WORKING PARTNERS

Contract miners may with the consent of the management choose their own working partners from men already registered as employees of the Company in the same classification.

DUAL CLASSIFICATIONS

In the case of a man working in a dual capacity he shall be paid the rate that is highest for the class of work performed.

STOPPING OF WORKING PLACES

That in the case of a miner's place being stopped because of physical conditions, the same miner, provided he is still an employee of the Company, to be given first preference of said place if the place is ever opened up again.

DOCKAGE

Miners are to deliver their coal as clean and free from rock and other impurities as practicable, and in case of a miner failing to do so he shall be warned for the first offence. For the second offence or aggravated cases he may be discharged.

HOUSE COAL

House coal shall be supplied to employees who are bona fide householders at presently existing rates. Prices to widows of men who were employees at time of death to be the same as to employees.

LAMPS AND WASHHOUSE

The Company shall supply the mine workers with lamps, and shall provide their employees with free washhouse facilities.

PLACES

When two men are working together, two or more working places shall be provided where practicable.

PART SHIFTS

The Company agrees that men will not be called out for work unless there is reasonable assurance of at

least four hours work provided however that accidents, breakdowns of operations or unsufficiency of railway cars occurring beyond the control of the Company shall not be regarded as cause for payment beyond time worked.

However this shall not be interpreted to mean that the Company can establish a shorter shift than eight hours for surface employees and underground employees and if the union has shown a grievance in the nature of affecting underground operations and the men refuse to work beyond four hours time, then they shall be paid full work to complete the eight hour shift if he paid a full eight hour shift.

This clause shall not apply to men called out for minor repairs or to decisions about the mine.

None it is agreed that the management will give proper consideration to the foregoing provisions of this clause which is to be strictly adhered to.

LOW PLACES

If the working place goes under 48 inches in thick and over 42 cent per inch per inch shall be paid for each inch under 48 inches with a maximum of 6 cents per inch going under 42 inches it shall be optional with the miner to go on company work or not. This shall apply to that portion of the working place not brushed.

DRIVING THROUGH PILLARS

When miner drives through pillar with two fast ends same shall be regarded as a corner cut and if ten foot 10' or less in width shall be paid for at Entry price. If driven a Room with track laid as in Rooms then Room rates plus one half the differential between Rooms and Entries shall be paid and in Rooms having Entry Yardage one-half yardage shall be paid.

WELFARE FUND

It is understood and agreed that a Welfare Fund shall be established by the payment of three (3) cents per ton of minerals produced by the coal operators who are members of the United Mine Workers of America. The independent operators shall also be known as the "Independent Operators" and shall also pay three (3) cents per ton of minerals produced and stored under the surface of the ground of the United Mine Workers of America. The three cents per ton shall be paid into the Fund commencing with the signing of the Agreement and continuing until the expiration of the term of the Agreement, which may be of the term specified in said Agreement. The United Mine Workers of America being a charitable organization, the treasurer and personnel of the United Mine Workers of America, operating its administrative office, agreed to accept the fund for its use for the proper use of the fund to be drawn on. This committee shall make a report to District 10 United Mine Workers of America and its representative in regard to the plan. When such report is adopted by the other named parties, three persons shall be appointed one by District 10, United Mine Workers of America, and one by the Coal Operators, and these three will become the third trustee.

Amounts due are to be paid into the Welfare Fund on the 15th day of the month for the previous month's production.

AMENDING AGREEMENTS

Tentative Agreement dated February 15th 1948

Agreement must be reached to start the operation of the Welfare Fund by May 1st 1948 and the Operators are prepared to increase their contribution to this fund by two (2) cents per ton including the contribution from three (3) to five (5) cents.

Supplementary Agreement dated February 17th, 1949

The present clause under this heading is amended by deleting the words "shall be known as the Welfare Fund of District 18, United Mine Workers of America" in the sixth and seventh lines and substituting therefor the words "shall be known as the Welfare and Retirement Fund of District 18, United Mine Workers of America."

The clause is also amended to provide that payments into the Fund effective February 17th, 1949, shall be fifteen (15) cents per ton on all coal sold or used by the Coal Operators who are members of the Domestic Coal Operators Association of Western Canada.

Agreement dated February 15th, 1950

It is hereby mutually understood and agreed that from the seveneenth day of February 1950 to the sixteenth day of February 1952, payments by the Operators into the Welfare and Retirement Fund shall be fifteen (15) cents per ton on all coal sold or used by the Coal Operators who are members of the Domestic Coal Operators Association of Western Canada.

Agreement dated July 3rd, 1953

The Company contribution to the Welfare Fund shall be increased to twenty (20) cents per ton on all coal sold or used.

HOLIDAYS WITH PAY

1. (a) That one day a holiday credit will be granted to any employee who has lost not more than twelve hours during the month. However if any employee averages 20 working shifts per month during the year, he will be entitled to 12 days holiday with pay.

A maximum of 12 days pay may be earned, but holidays taken must be taken within a period of two weeks.

18. Basic period for holiday computation shall be established as the twelve months ending March 31st in any year.

19. All holidays earned in the year or part of year ending at March 31st will be due to be taken by the employee at any time during the following twelve months.

The company will have the right to close down the mine for a two week period for the purpose of giving men to days with pay, but the period at which this should be done will be mutually arranged between the company and the Local Union.

In the matter of employing men during the shut down period—

Preference should first be given to men who have little or no holiday credits due.

Second preference should be given to men who may desire to take their holidays at some other time.

Men retained in employment should be permitted to take a day at such other time as could be mutually arranged.

All of the foregoing would be subject to the ability of the man to do the work required.

20. No person shall be qualified for holidays with pay until he has completed twelve months continuous employment with the company. Men who have not been in the employ of the company for the full 12 months period ending March 31st will be given credit for holidays earned up to that date. Such holidays to be taken only after completing twelve months employment.

The company shall post a holiday credit list in the washhouse monthly.

21. The holiday rate of pay for all employees shall be the normal hourly rate of pay for the classification in which they were employed during the month in which the holiday credit was earned.

1. That subject to terms provided the nature of the assignment shall be as follows:

a. The assignment shall be subject to the condition of the assignment being made by the assignor to the assignee in the form of a written instrument, and the assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument.

b. The assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument, and the assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument.

c. The assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument, and the assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument.

d. The assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument, and the assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument.

e. The assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument, and the assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument.

f. The assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument, and the assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument.

g. The assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument, and the assignment shall be subject to the condition of the assignor being made by the assignor to the assignee in the form of a written instrument.

3 (a) Should an employee not wish to take his holidays during the year following that in which they were earned, he could choose to let them accumulate and take all of his holidays at the end of the two year period.

b. Those men working receiving holiday pay must take such holidays. The holiday period for each employee shall be approved by the management as provided for under Sec 4 of the Holidays with Pay Agreement.

4 Holidays taken under this Agreement will not be credited as working days but as compensation. Any days worked in excess of the number required to qualify for a holiday credit will be accumulated throughout the year and credited in the month in which holidays were taken.

5 Any employee who has completed 12 months continuous service with the Company and then leaves the service of the Company for any reason whatsoever shall be paid all holiday credits earned under this Agreement up to the day of his leaving the employ of the Company.

6 Disputes arising hereunder will be adjusted or settled under the machinery of our Agreement for settlement of disputes.

National War Labour Board Decision Bulletin No 17 dated September 19th, 1942, shall be used for determination in a case where any matters arise to which this can be specifically applied, but this shall not be used to change any of the specific provisions of the foregoing Agreement.

INSURANCE ON EMPLOYEES CLOTHING

The Company will insure employees clothing in the dresshouse against loss by fire only to a maximum of Fifty Dollars (\$50.00) in each individual case.

EMPLOYEES ACCOMPANYING INJURED WORKMEN

When an employee is ordered by the Management to accompany an injured workman, he shall be compensated at Company Rates for time necessarily lost.

NOTATION OF SHIFTS

When any type of work is performed on a multiple shift basis the general principle of shift rotation will be adhered to as far as is practicable.

This Agreement is based upon the full appreciation of both parties of the need for increasing tonnage produced per man employed and requires that Contract Miners and Low Wage employees shall devote their full available time under the Regulations to the performance of their duties.

Each Contract Miner and other underground employee shall remain at his working place until the time specified by order as being the end of the shift. Such specified time shall make due allowance for the time necessary to walk to the designated place out to the surface where such is provided.

To secure better production after his earnings, shall make the employee subject to discharge unless good reasons can be given for leaving the working place before the time specified. Provided however that the specified time above mentioned shall be subject to agreement between the management and the Local Union.

CONTRACT RATES

There shall be added to the earnings of Contract Miners at the applicable Contract Rates an amount of \$1.20 per day of eight hours.

INSIDE DAY WAGE SCHEDULE

Occupation	Per Eight Hour Day
Rock Miner	\$13.34
Machineman, Electric Undercutting and Shearing	14.87
Machineman's Helper, Electric Undercutting and Shearing	13.04
Radial Machineman	12.94
Radial Machineman's Helper	12.72
Cutting Machine Repairman	\$12.71 to 13.30
Mine Carpenter	13.14
Driver Boos	12.94
Pipe Fitter	12.94
Stableman	12.94
Driver, Spike Team	13.27
Driver (3-Horse Spike Team)	13.64
Miner	12.94
Shotlighter	12.94
Bratticeman	12.94
Tracklayer	12.94
Timberman	12.94
Mam and Tail Rope Rider	12.94
Custodian	12.94
Cager, Shaft	12.94
Heaverman	12.94
Timber Handler	12.70
Motorman	12.88
Driver	12.88
Rope Rider	12.72
Locomotive Engineer	12.72

Bratticeman's Helper ..	12.22
Timberman's Helper ..	12.22
Tracklayer's Helper ..	12.22
Motorman's Helper ..	12.22
Locomotive Switchman ..	12.22
Coupler ..	12.22
Pusher ..	12.22
Backer ..	12.22
Loader ..	12.22
Cager, Slope and Incline ..	12.22
Pumpman ..	12.22
Gripper ..	12.22
Pipe Fitter's Helper ..	12.22
Rollerman ..	12.22
All other labor unclassified ..	12.22
Boys ..	\$10.40 to 11.61

LONGWALL CLASSIFICATIONS

Loader Loading Coa. on to Conveyors ..	\$13.13
Conveyor Pan Man ..	12.94
Cogman ..	12.94
Packwal. Man ..	12.94
Plate Man ..	12.94

DUCKBILL CLASSIFICATIONS

Machine Man ..	\$14.67
Duckbill Operator ..	14.27
Faceman ..	13.87
Car Trimmer ..	12.88

OVSIDE DAY WAGE SCHEDULE

Occupation	Per Eight Hour Day
Power House Engineer	\$12.71 to \$13.35
Holsting Engineer	13.19
Tail Rope Engineer	13.24
Blacksmith	13.14
Welder (Certificated)	13.14
Carpenter	13.14
Machinist	\$12.71 to 13.30
Endless Rope Engineer	12.94
Incline Engineer	12.72
Box Car Loader Engineer	12.72
Tipple Engineer	12.72
Locomotive Engineer	12.72
Car Repairer	12.72
Breaker Engineer	12.72
Timber Framer	12.72
Motor Truck Driver	12.72
Locomotive Switchman	12.28
Electrician's Helper	12.22
Blacksmith's Helper	12.22
Carpenter's Helper	12.22
Machinist's Helper	12.22
Bottom Man	12.22
Fireman	12.22
Tipple Dumper	12.22
Breaker Picker Boss	12.22
Teamster	12.22

Box Car Shoveller	12.22
Lampman	12.22
Railway Car Handler	12.07
Screen Engine Tender	11.99
Fireman's Helper	11.99
Tipple Dumper's Helper	11.99
Top Cager	11.99
Timber Sawyer	11.99
Water Tender	11.99
Breaker Oiler	11.99
Washer or Tipple Oiler	11.99
Stableman	11.99
Scale Picker	11.99
Car Oiler	11.99
Ashman	11.99
Wiper	11.99
Coupler	11.99
Rock Bank Man	11.99
Dirt Bank Man	11.99
Finisher after Box Car Loader	11.99
Fanman	11.99
Car Repairer's Helper	12.22
All other Labour Unclassified	11.99
Boys	\$10.03 to \$11.00

SCHEDULE OF BOYS' JOBS

Underrated Boys' Jobs are to be paid according to the rates as set forth for boys in the foregoing schedule, except that men's rates shall apply when boys attain 15 years of age.

Boys

Bell Boy
Picking Slate (Small Screen)
Box Car Sweeper
Tagger
Paint Boy

Underground

Bell Boy
Trapper
Check Boy
Creepers Attendant

The above classifications which cover all boys' work and rates shall apply while boys are engaged on the above work, but if they are required to do work in men's classifications, then men's rates shall be paid.

MINING MACHINEMEN'S CONTRACT RATES

(Applicable to all Mines using Short Wall Electrical Undercutting Coal Machines)

CLAUSe 1 That the rate to be paid for short wall Electric Chain Cutting Machines shall appear in the individual company contract rates and shall be equally divided between runner and helper provided that machine runner secures his own helper otherwise rate to be divided 75% to the Machine Man and 25% to Helper

CLAUSe 2 That in the event of Machineman being asked to cut wholly below the coal, same to be paid for at Company rates.

CLAUSe 3. That where necessary, Company men be required to move timber and make places safe before machine crew is asked to cut same

CLAUSe 4. That the rate herein agreed to shall be based on working places not exceeding twenty seven feet (27') in width. Greater width to be paid for proportionately.

Example 1. That in the event of market stress resulting in rising rates, either the company will place or agree setting up reserves and borrowing to meet the policy of the above to be maintained as before, etc.

Lemma 6. The factor α at least satisfies $\inf_{\alpha \in \mathcal{A}} \alpha \geq \frac{1}{2} \min_{\alpha \in \mathcal{A}} \alpha$ and $\frac{1}{2} \min_{\alpha \in \mathcal{A}} \alpha \geq \frac{1}{2} \min_{\alpha \in \mathcal{A}} \alpha$.

Clinton: They go to sleep with at least eight feet of foam face down, leaving the mattresses bare. Before that, they sleep about four inches apart.

Exhibit 1 That and nothing is as close that is not (6) is working fine.

Excerpt 5 That dog-food people have, the child is good
 in his for something is a certain kind of the state

[illegible]

Let \mathcal{A} and \mathcal{B} be two sets of atoms. Then $\mathcal{A} \leq \mathcal{B}$ if and only if there is a bijection f from \mathcal{A} to \mathcal{B} such that $f(a) \leq a$ for all $a \in \mathcal{A}$. This is the definition of the *substitution order* on sets of atoms. The substitution order is a partial order on the power set of atoms.

It is important to note that the data in this study are not representative of the entire population of the United States. The data were collected from a convenience sample of students attending a large, public university in the Southeastern United States. Therefore, the results of this study may not be generalizable to other populations.

interest. The interests of each owner being equal, each owner is entitled to an equal share of the net income to be left in the hands of the respective companies and their respective owners.

CLAUSe 14. That in the event of the machine breaking down, machinemen and their helpers shall be paid Company time provided they make their own repairs.

CLAUSe 15. Note Where past and general contract practice has been and is to cut wholly below the coal, Clause No. 3 shall not apply

CONTRACT RATES AND LOCAL CONDITIONS

CENTURY COALS LTD. (ATLAS MINE)

East Coles, Alta.

All coal paid for shall be on the basis of two thousand (2,000) pounds to the ton, to be weighed after passing over bar screen with one and one-half inch (1½") openings.

Machine Mining

Loaders in Rooms	per ton	\$1.09
Loaders in Entries and Room Necks	per ton	1.30
Loaders in Cross-Cuts Ten feet, 10' and under	per ton	1.30

Timbering

Three-piece sets of timber	per set	\$.94
Needle sets at one-half regular three-piece set price	per set	.48

Bone

In all narrow places, entries and room necks, 13 cents per inch thick per lineal yard.

In rooms thirteen (13) cents per inch thick per lineal yard for twenty feet (20') wide. Wider than 20 feet to be paid in proportion.

Brushing

Where brushing is performed in either roof or floor for height it is to be paid for at 17 cents per inch per lineal yard. Track to be laid by Company men as soon as possible after the place is ready. Present practice with respect to brushing after arc-wall cut to be adhered to.

Loading Machine Cuttings and Slack

Loading Machine Cuttings and Slack when

Instructed to do so (small car)	per car \$	64
Large Car	per car	77

Sheared Coal:

A contract miner shall pay 33 cents per place to the Company in case his place is sheared after being cut by a short-wall machine.

Smoothing:

48 cents per month.

Machine Runners

Shortwall Machines	per cut	\$4.24
Arc-Wall Machines	per cut and shear	3.14
Arc-Wall Machines—per extra shear		50

This price not to include moving timber

Shearing Cuts	per cut	1.25
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Overshovelling.

All places breaking away the limit for overshovelling coal shall be twelve (12) feet from the rail, then track shall be laid. If no track is laid 92 cents per lineal yard to be paid for overshovelling up to twenty-one (21) feet which shall be the limit.

Mobile Loading Machine Classifications.

Operator of Machine	per 8 hr day	\$14.92
Faceman	per 8 hr day	13.87

It is mutually understood and agreed that the classification "faceman" for these purposes shall include men engaged in drilling, timbering and other face work in conjunction with Mobile Loading Machine Operations.

Tracklayers working in Dual Classifications in conjunction with Mobile Loading Machine will be paid as "Facemen."

Cleaning Undercuts:

If an abnormal condition of place arises, whereby the machinemen are unable to clean undercut according to their contract, it is agreed as per Company request, that the machinemen will report condition of place to official in charge and if miner is asked to perform work on account of place not being cleaned, he or they shall be reimbursed for same at Company rate of wages.

Caprock

(a) Caprock which comes down loose with the coal shall be handled by the miner at the present bonus rate of 13c per lineal yard, and

(b) Caprock which requires to be brushed down shall be handled by the miner at the present brushing rate of 17c per inch per lineal yard.

CONTRACT RATES AND LOCAL CONDITIONS CENTURY COALS LIMITED (COMMANDER MINE) Drumheller, Alberta

All coal paid for shall be on the basis of two thousand (2000) pounds to the ton, to be weighed after passing over bar screen with one and one-half (1½) inch openings.

Pick Mining

Pick Miningper ton \$1.73
Yardage in entries, cross-cuts, Room cross-
cuts and room necks per lineal yard 1.97

Machine Mining

Roomsper ton \$1.17
Entries, narrow places and cross-cuts .. per ton 1.47

Pillar Skip

Where miner has been ordered to take skip off side of pillars, same to be paid for at room rates. When rooms are paid yardage, half yardage shall be paid

Machine Dirt

In entries where it is necessary to remove dirt behind the machine the man shall be paid at the rate of \$1.03 per car. In rooms the man shall throw machine dirt into the gob.

Timbering

Round Timbers	per set	\$1.16
Sets, notched and lagged	per set	1.74
Bridge Sticks, not notched	per set	2.62
Bridge Sticks, notched	per set	3.48
Needle Sets	per set	.86

Shearing

In all places where coal is sheared for the miner the miner shall be charged the sum of 48 cents per place for the shearing to be deducted from earnings.

Tracklaying

All track shall be laid by the Company. The Company agrees to keep all roadways as free from obstruction as possible.

Leaving Clay

Width of track in entries and rooms 45 cents per lineal yard.

Timbers

When replaced after the machine, to be paid 8 cents per foot, or done by Company men

Machine Runners

Shortwall Machines _____ per cut \$4.36

Mobile Loading Machine Classifications

Operator of Machine _____ per 8 hr day \$14.92

Faceman _____ per 8 hr day 13.87

It is mutually understood and agreed that the classification "faceman" for these purposes shall include men engaged in drilling, timbering and other face work in conjunction with Mobile Loading Machine Operations

Tracklayers working in Dual Classifications in conjunction with Mobile Loading Machine will be paid as "facemen."

Bone

In entries, narrow work and rooms, 13 cents per inch thick per lineal yard. Width of payment of bone shall be for twenty (20) feet wide in rooms. Wider than twenty (20) feet to be paid in proportion.

Overshovelling

All places breaking away the limit for overshovelling coal shall be twelve (12) feet from the rail, then track shall be laid. If no track is laid, 93 cents per lineal yard to be paid for overshovelling up to twenty-one (21) feet which shall be the limit.

Filling Water

All water to be disposed of by the Company

Brushing

All brushing, both top and bottom, shall be performed by the Company

Cleaning Undercuts

If an abnormal condition of place arises, whereby the machinemen are unable to clean undercut according to their contract, it is agreed as per Company request, that the machinemen will report condition of place to official in charge, and if miner is asked to perform work on account of place not being cleaned, he or they shall be reimbursed for same at Company rate of wages.

Local Conditions

Tools sharpened 48 cents per month.

Pay Statements

All shifts worked will be marked on all pay statements.

Tamping

Tamping (clay) to be unloaded at butt entry.

CONTRACT RATES AND LOCAL CONDITIONS

BRILLIANT COAL COMPANY, LTD.

Drumheller, Alberta

All coal paid for shall be on the basis of two thousand (2,000) pounds to the ton, to be weighed after passing over bar screen with one and one half (1½) inch openings.

Pick Mining

Rooms, Screened Coal	per ton	\$1.72
Rooms, Run of Mine Coal	per ton	1.50
Yardage	per lineal yard	2.75
Pillars and Stumps, Screened Coal	per ton	1.73
Pillars and Stumps, Run of Mine Coal	per ton	1.50
Narrow Work, entries and cross-cuts, 10 feet wide		
Screened Coal	per ton	1.73
Run of Mine Coal	per ton	1.50
Yardage	per lineal yard	3.65

Machine Mining

Loaders in Rooms	per ton	\$1.17
Loaders in entries and narrow places	per ton	1.47

Sheared Coal

In all places where coal is sheared for the miner the miner shall be charged the sum of 48 cents per place for the shearing to be deducted from earnings.

Bone

Bone in coal seam removed by miner, to be paid for as follows: In all narrow places, entries and room necks, 13 cents per inch per lineal yard. In rooms 13 cents per inch per lineal yard for twenty (20) feet wide. Wider than twenty (20) feet to be paid in proportion.

Timbering

Entries, notched and lagged	per set	\$1.74
Entries, round timber lagged	per set	1.18
Rooms, notched and lagged	per set	1.74
Rooms, round timber lagged	per set	1.18
Bridge Sticks, not notched	per set	2.82
Needle Sets	per set	.65

When timbers are replaced by miner after the machine, to be paid for at the rate of 8 cents per foot, or to be done by Company men.

Machine Dirt

In entries where it is necessary to remove the machine dirt behind the machine, the men shall be paid at the rate of 54 cents per car. In rooms the men shall throw machine dirt into the gob.

Lifting Clay and Laying of Track

In entries and rooms, if done by the miner, to be paid 45 cents per lineal yard.

Where miner has been ordered to take skip off side of pillars, same to be paid for at room rates. When rooms are paid yardage, half yardage shall be paid.

Blacksmith

Blacksmithing shall be done for the miners at 48 cents per month.

Overshovelling

All places breaking away the limit for overshovelling coal shall be twelve (12) feet from the rail, then track shall be laid. If no track is laid, 93 cents per lineal yard to be paid for overshovelling up to twenty-one (21) feet which shall be the limit.

Machine Runners

Shortwall Machines per cut \$4.16

Cleaning Undercuts

If an abnormal condition of place arises, whereby the machinemen are unable to clean undercut according to their contract. It is agreed as per Company request that the machinemen will report condition of place to official in charge, and if miner is asked to perform work on account of place not being cleaned, he or they shall be reimbursed for same at Company rate of wages.

CONTRACT RATES AND LOCAL CONDITIONS

MIDLAND COAL MINING COMPANY LTD

Midlandvale, Alberta

All coal paid for shall be on the basis of two thous-
and (2,000) pounds to the ton over a one and one-half
(1½) inch screen.

Pick Mining

Rooms, Screened Coal	per ton	\$1.73
Rooms, Run of Mine Coal	per ton	1.50
Yardage	per lineal yard	2.76
Pillars and Stumps, Screened Coal	per ton	1.73
Pillars and Stumps, Run of Mine Coal	per ton	1.50
Narrow Work, Entries and Cross-Cuts, 10 ft wide		
Screened Coal	per ton	1.73
Run of Mine Coal	per ton	1.50
Yardage	per lineal yard	3.66

Machine Mining

Loaders in Rooms	per ton	\$1.17
Loaders in Entries, Narrow Places and Cross-Cuts	per ton	1.47
Should the parting at a point about eighteen (18) inches above the foot of the seam disappear or double shooting not be required, the rates shall be:		
Loaders in Rooms	per ton	\$1.17
Loaders in Entries and Narrow Places and Cross-Cuts	per ton	1.47

Sheared Coal

In all places where the coal is sheared for the miner,
the miner shall be charged the sum of 48 cents per
place for the shearing, to be deducted from earnings.

Timbers

When timbers are replaced after the machine, to be paid for at the rate of 8 cents per foot, or to be done by Company men.

Machine Dirt

In entries where it is necessary to remove the machine dirt behind the machine, the men shall be paid at the rate of 54 cents per car. In rooms the men shall throw machine dirt into the gob.

All Mining

Timbering

In Entries, notched and lagged	per set	\$1.74
In Entries, round timber lagged -	per set	1.16
In Rooms, notched and lagged	per set	1.74
In Rooms, round timbers	per set	1.16
Bridge Sticks, not notched	per set	2.62
Needle Sets	per set	.66

Machine Runners

Shortwall Machine .per cut \$4.16

Shearing Machine Rates

1. That the rate to be paid for Electric Shearing Machines be \$1.19 per cut, to be divided as follows: Fifty-five per cent (55%) to Machine Man, and Forty five per cent (45%) to the Helper

2. That the track, either slide rails or permanent, be laid to the face of the coal by the Company

3. That the Company keep the roadways free from obstruction that might prevent reasonable transport of the machines

Bone

Bone in coal seams removed by miner, to be paid for as follows: In all narrow places, entries and room necks, 13 cents per inch per lineal yard. In rooms 13 cents per inch per lineal yard for twenty (20) feet wide. Wider than twenty (20) feet to be paid in proportion.

Lifting of Clay and Laying of Track

In entries and rooms, if done by the miner, to be paid 45 cents per lineal yard.

Where miner has been ordered to take skip off side of plans, same to be paid for at room rates. When rooms are paid yardage, half yardage shall be paid.

Blacksmithing

48 cents per month.

Statements

The Company is requested to mark a., shifts on all pay statements.

Overshovelung

All places breaking away the limit for overshovelling coal shall be twelve (12) feet from the rail, then track shall be laid. If no track is laid, 93 cents per lineal yard to be paid for overshovelling up to twenty-one (21) feet which shall be the limit.

Cleaning Undercuts

If an abnormal condition of place arises, whereby the machinememen are unable to clean undercut according to their contract it is agreed as per Company request, that the machinememen will report condition of place to official in charge, and if miner is asked to perform work on account of place not being cleaned, he or they shall be reimbursed for same at Company rate of wages.

CONTRACT RATES AND LOCAL CONDITIONS

MURRAY COLLIERIES LIMITED

East Coulee, Alberta

All coal paid for shall be on the basis of two thousand (2,000) pounds to the ton, to be weighed after passing over bar screen with one and one-half (1½) inch openings.

Machine Mining

Loaders in Rooms - - - - -	per ton	\$1.09
Loaders in Entries - - - - -	per ton	1.30
Loaders in Room Necks and Cross-Cuts - -	per ton	1.30

Timbering

Three-piece Sets of Timber - - - - -	per set	\$.84
Needle Sets at one-half regular three-piece set price - - - - -	per set	.48

Bone

In all narrow places, entries and room necks, 13 cents per inch thick per lineal yard. In rooms 13 cents per inch per lineal yard for twenty (20) feet wide. Wider than twenty (20) feet to be paid in proportion.

Brushing

In entries brushing shall be paid for at the rate of 17 cents per inch per lineal yard. Track to be laid by Company men as soon as possible after place is ready. Present practice with respect to brushing after arc-wall cut is to be adhered to.

Loading Machine Cottages and Slack

Smaller car that is now in use - - - - -	per car	\$.48
Larger car that is now in use - - - - -	per car	.64

Sheared Coal

A contract miner shall pay 33 cents per place to the Company in case his place is sheared after being cut by a short-wall machine

Smithing

48 cents per month

Filling Water

All water to be disposed of by the Company

Tracklaying

All tracklaying to be done by the Company

Machine Runners

Shortwall Machines	per cut	\$4.24
Are-Wall Machines	per cut and shear	3.14
Sheering Cuts	per cut	1.25

Overshovelling

All places breaking away the limit for overshovelling coal shall be twelve (12) feet from the rail, then track shall be laid. If no track is laid, 82 cents per lineal yard to be paid for overshovelling up to twenty-one (21) feet which shall be the limit.

Cleaning Undercuts

If an abnormal condition of place arises, whereby the machinemen are unable to clean undercut according to their contract, it is agreed as per Company request, that the machinemen will report condition of place to official in charge and if miner is asked to perform work on account of place not being cleaned, he or they shall be reimbursed for same at Company rate of wages.

Caprock

(a) Caprock which comes down loose with the coal shall be handled by the miner at the present bonus rate of 13c per lineal yard, and

b) Caprock which requires to be brushed down shall be handled by the miner at the present brushing rate of 17c per inch per lineal yard.

CONTRACT RATES AND LOCAL CONDITIONS

RED DEER VALLEY COAL COMPANY LIMITED

Nacmire, Alberta

All coal paid for shall be on the basis of two thousand (2,000) pounds to the ton over a one and one-half inch (1½") screen.

Pick Mining

Pick Mining Rates per ton \$1.73

Yardage in Entries, Cross-Cuts, Room

Cross-Cuts and Room Necks .. per lineal yard 1.97

Machine Mining

Entries, narrow places, Cross-Cuts per ton \$1.47

Unsheared per ton 1.50

Rooms per ton 1.17

Timbering

Round Timbers per set 1.16

Sets, notched and lagged per set 1.74

Bridge Sticks, not notched per set 2.62

Bridge Sticks, notched per set 3.49

Needle Sets per set .66

Machine Dirt

54 cents per car Gob must be kept at least eight (8) feet from face.

Shearing

In all places where coal is sheared for the miner, the miner shall be charged the sum of 48 cents per place for the shearing to be deducted from earnings.

Tracklaying

All track laying to be done by the Company. However, if a miner is working in an isolated place or section of the mine he can lay his own track at the regular price of 28 cents per lineal yard.

Cleaning Undercuts

It is agreed that the Company request the machinemen on leaving the place to report same to the officer in charge, of the state of that place and if the miner is asked to perform work on account of the place not being cleaned according to the contract, the miner shall be reimbursed for same at Company Miners' rate of wages.

Lifting Clay

Width of track in entries and rooms 45 cents per lineal yard.

Machine Runners

Shortwall Machines per cut \$4.16

Overshovelling

In all places breaking away, the limit of shovelling shall be twelve (12) feet from the track. If no track is laid, 93 cents per lineal yard shall be paid for overshovelling.

Filling Water

All water to be disposed of by the Company

Delivery of Cars to Face

All cars to be delivered to and taken from the working face.

Timbers

When replaced after the machine, to be paid 8 cents per foot, or done by Company men.

Bone

In entries, narrow work and rooms, 13 cents per inch thick per lineal yard. Width of payment of bone shall be for twenty (20) feet wide in rooms. Wider than twenty (20) feet to be paid in proportion.

Where miner has been ordered to take skip off side of pillars, same to be paid for at room rates. When rooms are paid yardage, half yardage shall be paid.

Shearing Machine Rates

1. That the rate to be paid for Electric Shearing Machines be \$1.19 per cut, to be divided as follows. Fifty five per cent (55%) to Machine Man, and Forty-five per cent (45%) to the Hr. per

2. That the track, either slide rails or permanent, be laid to the face of the coal by the Company.

3. That the Company keep the roadways free from obstruction that might prevent reasonable transport of the machines.

Local Conditions

Tools

Tools sharpened 48 cents per month.

Tools shall be loaned to miners by the Company but shall be charged for depreciation ten per cent (10%) of the cost thereof when returned. All tools lost, broken or damaged shall be paid for by the miner

House rents and ground rents to remain as at present.

House Coal

Delivery shall be made free of charge at the Red Deer Valley Coal Mine Camp.

Mobile Loading Machine Classifications

Operator of Machine	per 8 hr. day	\$14.92
Faceman	per 8 hr. day	13.87

It is mutually understood and agreed that the classification "faceman" for these purposes shall include men engaged in drilling, timbering and other face work in conjunction with Mobile Loading Machine Operations.

Tracklayers working in Dual Classifications in conjunction with Mobile Loading Machines will be paid as "facemen."

CONTRACT RATES AND LOCAL CONDITIONS

STAR COAL MINES LIMITED

Aeris., Alberta

All coal shall be paid for on the basis of two thousand (2,000) pounds to the ton over an inch and one-quarter (1 $\frac{1}{4}$ ") screen.

Pick Mining

All Narrow Work up to eight (8) feet

wide	per ton	\$2.02
Yardage	per lineal yard	2.22
Cross-Cuts and Room Necks	per ton	2.02
Yardage	per lineal yard	2.22
Rooms (to remain at old width)	per ton	2.02

Brushing Entries and Laying Track, per inch per lineal yard up to eight (8) feet wide	.20
Laying Track in Rooms	.30
Lifting Clay and Laying Track in Nar- row work	90

Machine Mining

Loaders in Rooms and Pillars	per ton \$1.27
Loaders in Entries	per ton 1.62

Timbers

When necessary to reset posts after the machine they shall be paid for at the rate of 8 cents per foot.

Machine Dart

In Entries where it is necessary to remove machine dart by loading behind the machine, the employee shall be paid 58 cents per car.

In rooms machinememen shall throw dirt into the gob.

Lifting Clay

In entries the miner when authorized, shall lift the clay and be paid for same at the rate of 48 cents per cut.

In rooms the miner, when authorized, shall remove the clay left in the bottom and same shall be placed in the gob, at least seven (7) feet from the face, at the rate of \$1.25 per cut.

Machine Runners

Shortwall Machines	per cut \$4.37
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All Mining

Timbers

Entry, round timbers	per set \$1.25
Room, round timbers	per set 1.02
Room Neck timbers	per set 1.25
Bridge Sticks	per set 1.96
Needles	per set 71

Replacing timber sets, to be same price as "Room Timbers."

Timbers, when working full thickness of seam, eight (8) feet long or over, shall be paid \$1.25 per set of three (3) pieces in Entries only.

Bone

In entries, narrow work and room, 14 cents per inch thick per lineal yard. Width of this work as at present.

Where necessary to drive skip along side of pillars through rooms caving, room prices shall prevail.

The Company is requested to mark all shifts on all pay statements.

Blacksmithing

To be 48 cents per month.

Overshovelng

All places breaking away the limit for overshoveling coal shall be twelve (12) feet from the rail, then track shall be laid. If no track is laid \$1.00 per lineal yard to be paid for overshovelling up to twenty-one (21) feet which shall be the limit.

Cleaning Undercuts

If an abnormal condition of place arises, whereby the machinemen are unable to clean undercut according to their contract, it is agreed as per Company request, that the machinemen will report condition of place to official in charge, and if miner is asked to perform work on account of place not being cleaned, he or they shall be reimbursed for same at Company rate of wages.

CONTRACT RATES AND LOCAL CONDITIONS
SASKATCHEWAN FEDERATED CO-OPERATIVES
LIMITED (HY-GRADE MINE)
 Drumheller, Alberta

All coal paid for shall be on the basis of two thousand (2,000) pounds to the ton, to be weighed after passing over bar screen with one and one-half (1½ inch openings.

Pick Mining

Rooms, Screened Coal	per ton	\$1.73
Rooms, Run of Mine Coal	per ton	1.50
Yardage	per lineal yard	2.76
Pillars and Stumps, Screened Coal	per ton	1.73
Pillars and Stumps, Run of Mine Coal	per ton	1.50
Narrow Work, Entries and Cross-Cuts, 10 ft. wide:		
Screened Coal	per ton	1.73
Run of Mine Coal	per ton	1.50
Yardage	per lineal yard	3.66

Machine Mining

Loaders in Rooms	per ton	1.17
Loaders in Entries and Narrow Places ..	per ton	1.47

Sheared Coal

In all places where the coal is sheared for the miner, the miner shall be charged the sum of 48 cents per place for the shearing, to be deducted from earnings.

Bone

Bone in coal seam removed by miner, to be paid for as follows. In all narrow places, entries and room necks, 13 cents per inch per lineal yard. In rooms 13 cents per inch per lineal yard for twenty (20) feet wide. Wider than twenty (20) feet to be paid in proportion.

Timbering

Entries, notched and lagged	per set	\$1.74
Entries, round timber lagged	per set	1.16
Rooms, notched and lagged	per set	1.74
Rooms, round timber lagged	per set	1.16
Bridge Sticks, not notched	per set	2.62
Needle Sets	per set	.66

When timbers are replaced by miner after the machine to be paid for at the rate of 8 cents per foot, or to be done by Company men.

Machine Dirt

In entries where it is necessary to remove the machine dirt behind the machine, the men shall be paid at the rate of 54 cents per car. In rooms the men shall throw machine dirt into the gob.

Lifting Clay and Laying of Track

In entries and rooms, if done by the miner, to be paid 45 cents per lineal yard.

Where miner has been ordered to take skip off side of pillars, same to be paid for at room rates. When rooms are paid yardage, half yardage shall be paid.

Blacksmithing

Blacksmithing shall be done for the miners at 48 cents per month.

Overshovelling

All places breaking away the limit for overshovelling coal shall be twelve (12) feet from the rail, then track shall be laid. If no track is laid, 93 cents per lineal yard to be paid for overshovelling up to twenty-one (21) feet which shall be the limit.

Machine Runners

Shortwall Machines	per cut	\$4.16
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Cleaning Undercuts

If an abnormal condition of place arises, whereby the machinemen are unable to clean undercut according to their contract it is agreed as per Company request, that the machinemen will report condition of place to official in charge, and if miner is asked to perform work on account of place not being cleaned, he or they shall be reimbursed for same at Company rate of wages.

THIS AGREEMENT shall be forthwith submitted by the Union for ratification by referendum to its membership, and upon being ratified by a majority voting upon such referendum, this Agreement all its provisions thereof shall be deemed to have become and to have been binding on the parties of the first and second parts as from the date hereof.

IN WITNESS WHEREOF, the parties hereunto set their hands at Calgary, Alberta this 3rd day of July A.D., 1953.

Signed on behalf of United Mines Workers of America,
District 13

"R. LIVETT"

"W. URE"

"EDWARD BOYD"

"J. STOKALUK"

"M. P. SUSNAR"

"D. McDONALD"

"JAMES A. WOOD"

"GEORGE BRYCE"

"W. WYROSTOK"

"J F DUGDALE"
"S. WEAVER"
"THOMAS MACKIE"
"MARKO ZDUNICH"

Witness as to above signatures

"S. W FOSS"

Signed on behalf of The Coal Operators' Association of
Western Canada

"L. PATRICK"
"WM BIRD"
"H WILTON CLARK"
"T SMITH"
"R DUNN"
"WM WILSON"
"W C WHITTAKER"
"S. G McMULLEN"
"DONALD C McVEIGH"
"HENRY K REED"
"D. B. YOUNG"
"T W FORSHNER"
"E. R. JOHNSON"
"J J HAMILTON"
"T G EWART"
"U S ANSLEY"
"J SANDINO"
"R. RICHARDS"
"A. D. STURROCK"
"P P FULLEN"

Witness as to above signatures

"S. W FOSS"

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